

EXHIBIT A

IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF DELAWARE

In re:) Chapter 11
)
W. R. GRACE & CO., et al.,¹) Case No. 01-01139 (JKF)
)
Debtors.) (Jointly Administered)

**MONTHLY APPLICATION OF FRAGOMEN, DEL REY, BERNSSEN & LOEWY, LLP
FOR COMPENSATION FOR SERVICES RENDERED AND REIMBURSEMENT OF
EXPENSES AS IMMIGRATION COUNSEL TO THE DEBTORS FOR THE PERIOD
FROM JULY 1, 2012 TO JULY 31, 2012**

Name of Applicant:	Fragomen, Del Rey, Bernsen & Loewy, LLP
Authorized to Provide Professional Services to:	Debtors and Debtors in Possession
Date of Retention:	April 2, 2007
Period of which Compensation and Reimbursement is Sought:	July 1, 2012 to July 31, 2012
Amount of compensation Sought as Actual, Reasonable and Necessary:	\$18,325.00
Amount of Expense Reimbursement Sought as Actual, Reasonable and Necessary:	\$5,360.00

This is a X monthly interim final application.

¹ The Debtors consist of the following 62 entities: W. R. Grace & Co. (f/k/a Grace Specialty Chemicals, Inc.), W. R. Grace & Co.-Conn., A-1 Bit & Tool Co., Inc., Alewife Boston Ltd., Alewife Land Corporation, Amicon, Inc., CB Biomedical, Inc. (f/k/a Circe Biomedical, Inc.), CCHP, Inc., Coalgrace, Inc., Coalgrace II, Inc., Creative Food & N Fun Company, Darex Puerto Rico, Inc., Del Taco Restaurants, Inc., Dewey and Almy, LLC (f/k/a Dewey and Almy Company), Ecarg, Inc., Five Alewife Boston Ltd., G C Limited Partners I, Inc. (f/k/a Grace Cocoa Limited Partners I, Inc.), G C Management, Inc. (f/k/a Grace Cocoa Management, Inc.), GEC Management Corporation, GN Holdings, Inc., GPC Thomasville Corp., Gloucester New Communities Company, Inc., Grace A-B Inc., Grace A-B II Inc., Grace Chemical Company of Cuba, Grace Culinary Systems, Inc., Grace Drilling Company, Grace Energy Corporation, Grace Environmental, Inc., Grace Europe, Inc., Grace H-G Inc., Grace H-G II Inc., Grace Hotel Services Corporation, Grace International Holdings, Inc. (f/k/a Dearborn International Holdings, Inc.), Grace Offshore Company, Grace PAR Corporation, Grace Petroleum Libya Incorporated, Grace Tarpon Investors, Inc., Grace Ventures Corp., Grace Washington, Inc., W. R. Grace Capital Corporation, W. R. Grace Land Corporation, Gracoal, Inc., Gracoal II, Inc., Guanica-Caribe Land Development Corporation, Hanover Square Corporation, Homco International, Inc., Kootenai Development Company, L B Realty, Inc., Litigation Management, Inc. (f/k/a GHSC Holding, Inc., Grace JVH, Inc., Asbestos Management, Inc.), Monolith Enterprises, Incorporated, Monroe Street, Inc., MRA Holdings Corp. (f/k/a Nestor-BNA Holdings Corporation), MRA Intermedco, Inc. (f/k/a Nestor-BNA, Inc.), MRA Staffing Systems, Inc. (f/k/a British Nursing Association, Inc.), Remedium Group, Inc. (f/k/a Environmental Liability Management, Inc., E&C Liquidating Corp., Emerson & Cuming, Inc.), Southern Oil, Resin & Fiberglass, Inc., Water Street Corporation, Axial Basin Ranch Company, CC Partners (f/k/a Cross Country Staffing), Hayden-Gulch West Coal Company, H-G Coal Company.

DOCKET# 30174
DATE 1-18-13

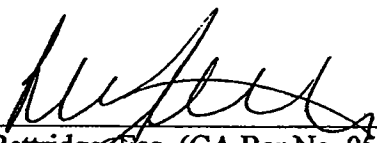
Following is a listing of the legal fees and disbursements rendered by the Fragomen law firm in connection with services rendered for immigration law related matters. Attached as **Exhibit A**, are the invoices associated with these services. Attached as **Exhibit B**, is a legend listing all appropriate matter codes. Finally attached as **Exhibit C**, is the most current fee schedule between W. R. Grace & Co., et al., and Fragomen Del Rey, Bernsen & Loewy, LLP.

Date	Foreign National	Matter	Attorney Fees	Disbursements	Total
31-Jul-12	ZHAN, Mingjiang	H1-B	\$2,100.00	\$163.00	\$2,263.00
31-Jul-12	MACDONALD, Miles	H1-B/EXT	\$1,100.00	\$102.00	\$1,202.00
31-Jul-12	CHEN, Ying	140	\$4,725.00	\$798.00	\$5,523.00
31-Jul-12	NGURE, Charity	PERM	\$4,200.00	\$168.00	\$4,368.00
31-Jul-12	SUNDARESWAR, Sadanand	AOS/140	\$6,200.00	\$4,129.00	\$10,329.00
		US Consulate for W.R. Grace & Co.	\$18,325.00	\$5,360.00	\$23,685.00

WHEREFORE, Fragomen, Del Rey, Bernsen & Loewy, LLP respectfully requests that, for the period July 1, 2012 through July 31, 2012, an interim allowance be made for compensation in the amount of \$18,325.00, and actual and necessary expenses in the amount of \$5,360.00, for a total allowance of \$23,685.00, and payment of \$14,660.00 (80% of the allowed fees), and reimbursement of \$5,360.00 (100% of the allowed expenses) be authorized for a total payment of \$20,020.00, and for such other and future relief as this Court may deem just and proper.

Dated: 01/17/2013.

FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP


 Scott E. Bettridge, Esq. (GA Bar No. 055854)
 Partner
 One Alhambra Plaza, Suite 600
 Coral Gables, Florida 33134
 (305) 774-5800

VERIFICATION

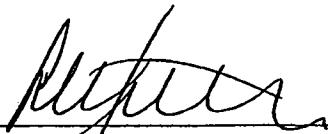
STATE OF FLORIDA :
:
COUNTY OF MIAMI-DADE :

Scott E. Bettridge, after being duly sworn according to law, deposes and says:

a) I am a partner with the applicant law firm Fragomen, Del Rey, Bernsen & Loewy, LLP (FDBL).

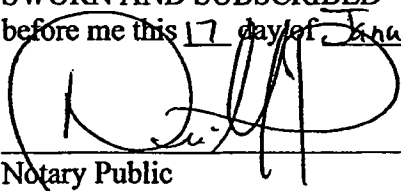
b) I am familiar with many of the legal services rendered by FDBL, as counsel to the Debtors, and am thoroughly familiar with the other work performed on behalf of the Debtors by the lawyers and paraprofessionals of FDBL.

c) I have reviewed the foregoing Application and the facts set forth therein are true and correct to the best of my knowledge, information and belief. Moreover, I have reviewed Del. Bankr. LR 2016-2 and the "Amended Administrative Order Under 11 U.S.C. §§105(a) and 331 Establishing Revised Procedures for Interim Compensation and Reimbursement of Expenses for Professionals and Official Committee Members", signed April 17, 2002, and submit that the Application substantially complies with such Rule and Order.



Scott E. Bettridge, Esq.

SWORN AND SUBSCRIBED
before me this 17 day of January, 2013.



Notary Public
My Commission Expires:



EXHIBIT A

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP
 One Alhambra Plaza
 Suite 600
 Coral Gables, FL 33134
 Phone: (305) 774-5800
 Fax: (305) 774-6666

FILE COPY

Janissa Garcia
 W. R. Grace & Co.
 7500 Grace Drive
 Columbia, MD 21044
 USA

July 31, 2012

FOR PROFESSIONAL SERVICES RENDERED

RE: Mingjiang ZHAN

Invoice #: 12.40072756

Preparation of petition for temporary nonimmigrant classification as a professional in H-1B status including review and discussion of the beneficiary's qualifications and educational background, drafting of Forms I-129 with supplement and detailed letter in support of the petition setting forth a description of the professional level position to be performed by the foreign national, background of the U.S. employer entity and specific requirements for the position including a full description of the unique and professional credentials of the beneficiary in accordance with the Immigration Service's current regulations. Transmittal of drafts prepared and Petition to client for final review and signature. Final preparation and submission to the appropriate Regional Service Center of the USCIS. Preparation, filing and receipt of certified Labor Condition Application (LCA).

Preparation of Labor Condition Application and preparation of instructions to employer regarding compliance with Immigration Act of 1990, including procedures for internal posting and record keeping requirements. Submission of Labor Condition Application to U.S. Department of Labor.

Discussions with client regarding wage to be offered to H-1B foreign national, including Department of Labor regulations pertaining to actual wage documentation, posting requirements and documents for public inspection. Preparation and filing of request for prevailing wage determination to the Department of Labor (DOL). Preparation and filing of Labor Condition Application (LCA) with the Department of Labor.

Preparation and submission of Form I-907 Request for Premium Processing Service of nonimmigrant petition.

Total Legal Fees \$2,100.00

Disbursements

Fedex (domestic) \$29.00

DHL Worldwide Courier \$50.00

Miscellaneous expenses \$84.00

Total Disbursements \$163.00

Please Remit \$2,263.00

Checks

Please send checks made payable to:
 FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP
 75 Remittance Drive
 Suite # 6072
 Chicago, Illinois 60675-6072

Wire Transfers

FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP
 The Northern Trust Company
 Account # 30147775
 ABA Transit # 071000152
 Swift Code: CNORUS44

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Fax: (305) 774-6666

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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

July 31, 2012

FOR PROFESSIONAL SERVICES RENDERED

RE: Miles MACDONALD

Invoice #: 12.40072757

Preparation of Nonimmigrant Visa Petition requesting extension of H-1B Petition and foreign national's term of stay including Form I-129 with supplement, and draft letter of support confirming continued temporary employment. Transmittal of prepared drafts and petition to client for final review and signature. Final preparation and submission to the appropriate Regional Service Center of the United States Citizenship and Immigration Services.

Preparation of Labor Condition Application and preparation of instructions to employer regarding compliance with Immigration Act of 1990, including procedures for internal posting and record keeping requirements. Submission of Labor Condition Application to U.S. Department of Labor.

Discussions with client regarding wage to be offered to H-1B foreign national, including Department of Labor regulations pertaining to actual wage documentation, posting requirements and documents for public inspection. Preparation and filing of request for prevailing wage determination to the Department of Labor (DOL). Preparation and filing of Labor Condition Application (LCA) with the Department of Labor.

Total Legal Fees \$1,100.00

Disbursements

Fedex (domestic)	\$58.00
Miscellaneous expenses	\$44.00

Total Disbursements \$102.00

Please Remit \$1,202.00

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75 Remittance Drive
Suite # 6072
Chicago, Illinois 60675-6072

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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

July 31, 2012

FOR PROFESSIONAL SERVICES RENDERED

RE: Ying CHEN

Invoice #: 12.40072758

Preparation of Priority Worker Petition requesting classification as an outstanding researcher or professor under Section 203(b)(1)(B) of the Immigration Act of 1990 providing for exemption from the requirement for obtaining individual labor certification from the U.S. Department of Labor. Preparation of Form I-140, Immigrant Petition for Alien Worker. Review of supporting documentation and preparation of a detailed draft letter of support including evidence: (1) that the foreign national is recognized internationally as outstanding in the specific academic field; (2) that the foreign national has at least three years of experience in teaching or research in the academic area; and (3) that the foreign national will be employed in a tenured, tenured track or research position within a university or comparable institution, or in a comparable research position with a private employer. Transmittal of prepared drafts to client for final review. Final preparation and submission to the Regional Service Center of the USCIS.

Total Legal Fees \$4,725.00

Disbursements

USCIS Filing Fee for I-140	\$580.00
Fedex (domestic)	\$29.00
Miscellaneous expenses	\$189.00

Total Disbursements \$798.00

Please Remit \$5,523.00

Checks

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75 Remittance Drive
Suite # 6072
Chicago, Illinois 60675-6072

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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

July 31, 2012

FOR PROFESSIONAL SERVICES RENDERED

RE: Charity NGURE

Invoice #: 12.40072759

Preparation of Application for Alien Employment Certification to be filed under PERM. Review of position description, minimum requirements, any alternate requirements, and alien's qualifications. Preparation and submission of prevailing wage determination request to the Department of Labor (DOL). Coordination of recruitment efforts with employer including placement of a job order with the appropriate state job bank, placement of the necessary advertisements, and other necessary recruitment tools. Preparation of recruitment report. Preparation of PERM audit file to include evidence of all attestations made on Form ETA-9089. Final preparation of Form ETA-9089 and electronic submission to the U.S. Department of Labor.

Total Legal Fees \$4,200.00

Disbursements

Miscellaneous expenses

\$168.00

Total Disbursements \$168.00

Please Remit \$4,368.00

Checks

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FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP
75 Remittance Drive
Suite # 6072
Chicago, Illinois 60675-6072

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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

July 31, 2012

FOR PROFESSIONAL SERVICES RENDERED

RE: Sadanand SUNDARESWAR

Invoice #: 12.40072760

Preparation of Priority Worker Petition requesting classification as a multinational manager/executive under Section 203(b)(1)(C) of The Immigration Act of 1990 providing for exemption from the requirement for obtaining individual labor certification from the U.S. Department of Labor. Preparation of Form I-140, Immigrant Petition for Alien Worker. Review of supporting documentation and preparation of a detailed draft letter of support setting forth the criteria to establish the Beneficiary's eligibility through analysis of the offered position and prior employment overseas with a qualifying organization within the petitioning entity. Transmittal of prepared drafts to client for final review. Final preparation and submission to the Regional Service Center of the USCIS.

Preparation of Application for Adjustment of Status to Lawful Permanent Resident of the United States for principal beneficiary of immigrant visa petition based on the First Employment Based Category of Multinational Managers/Executives including preparation of Forms I-485, G-325A, and supporting documentation. Preparation of final package and submission to appropriate Regional Service Center of the United States Citizenship and Immigration Services.

Preparation of Application for Adjustment of Status to Lawful Permanent Resident of the United States for dependents of a Multinational Manager/Executive including preparation of Forms I-485, G-325A, and supporting documentation. Preparation of final package and submission to appropriate Regional Service Center of the United States Citizenship and Immigration Services.

Preparation of Form I-765 on behalf of foreign national for permission to obtain employment authorization during pendency of application for U.S. permanent residence.

Preparation of Form I-765 on behalf of family member(s) for permission to obtain employment authorization during pendency of application for adjustment of status for U.S. permanent residence. Submission of application to United States Citizenship and Immigration Service.

Preparation Form I-131, Application for Travel Document (advance parole), with supporting documentation, to facilitate international travel during the pendency of an Application for Adjustment of Status. Submission to the United States Citizenship and Immigration Services.

Preparation Form I-131, Application for Travel Document (advance parole), with supporting documentation, to facilitate international travel for family member(s) during the pendency of an Application for Adjustment of Status. Submission to the United States Citizenship and Immigration Services.

Total Legal Fees **\$6,200.00**

Disbursements

Dependent USCIS Biometric Fee	\$170.00
Dependent USCIS Filing Fee for I-485 (14 years and older)	\$1,970.00
USCIS Biometric Fee	\$85.00
USCIS Filing Fee for I-140	\$580.00
USCIS Filing Fee for I-485 (14 years and older)	\$985.00
Fedex (domestic)	\$29.00
Miscellaneous expenses	\$310.00

Total Disbursements \$4,129.00

Please Remit \$10,329.00

Checks

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75 Remittance Drive
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Additional Comments:

For billing inquiries, please call 305-774-5800.

EXHIBIT B

Codes	Description
140	preference petition
539	family member
AOS	adjustment of status
AOS/140	adjustment of status & preference petition
AOS/FAM	adjustment of status for family member
AP	advanced parole
APP	appeal
AUD	audit
B-2	B-2 Visa
BF	Biometric fee
DV	Diversity Visa Lottery
EAD/AP	employment card and advanced parole
EVAL	education evaluation
FF	Filing fee
G-AUS-US	Local US Consular Services
G-BEL	entry visa Belgium
G-BEL-C	Belgian residence card
G-BEL-D	Belgian Long Stay D Visa
G-BEL-E	Belgian Employment Authorization
G-BEL-L	Belgian Limosa declaration
G-BEL-P	Belgian residence permit
G-BEL-CAN	Belgian work/residence cancellation
G-BRZ-CAN	Brazilian Visa Cancellation
G-CAN	entry visa Canada
G-CHN	entry visa China
G-CHN/NAM	entry visa China/Vietnam
G-CHN-CAN	Chinese work/residence cancellation
G-CHN-P	Chinese residence permit
G-GEN-FBI	General US FBI Report
G-GEN-REC	General records processing
G-GER-P	German residence permit
G-HK	Entry Visa Hong Kong
G-MEX-CAN	Mexican FM3 cancellation
G-MEX-DEP	Mexican Permanent Departure
G-MEX-FM3	Mexican FM3 visa
G-MEX-FMX	Mexican FM3 extension
G-MEX-P	Mexico residence permit
G-SGP-EM	Singapore employment authorization
G-SGP-PP	Singapore Ministry Update
G-UK-RP	UK residence permit
H1-B	H1-B Visa
H1-B/539	H1-B Visa With Family Member
H1-B/EXT	H1-B Visa extension
L-1A	L-1A Visa
L-1A/EXT	L-1A Visa Extension
L-1B	L-1B Visa
L1-BA	L-1B to L-1A Upgrade
L1-BL	L-1 Blanket
PAPP	personal appearance
PERM	PERM filing with DOL
PP	premium processing
REP	Re-entry Permit
RFE	request for evidence
TD EXT	TD Visa extension
TN	TN Visa
TN EXT	TN Visa extension
TRL	Translation Services
WID	Withdrawal of filing

EXHIBIT C

FRAGOMEN

W.R. GRACE & CO.
Proposed Fee Schedule for 2007

NONIMMIGRANT VISAS		Fees*
<u>B-1 Initial</u>		
- Straightforward		\$775.00
- Complex		\$2,000.00
<u>B-1 Extension</u>		
- Straightforward		\$775.00
<u>E-3 Initial</u>		
- Straightforward		\$1,500.00
- Complex		\$1,750.00
<u>E-3 Extension</u>		
- Straightforward		\$1,000.00
<u>H-1B Initial</u>		
- Straightforward		\$1,850.00
- Complex		\$2,100.00
<u>H-1B Extension</u>		
- Straightforward		\$1,100.00
- Complex or where firm did not prepare initial H-1B		\$1,600.00
<u>J-1 Initial</u>		
- Straightforward		\$1,100.00
- Complex		\$1,600.00
<u>J-1 Extension</u>		
- Straightforward		N/A
- Complex		N/A
<u>Blanket L-1 Initial</u>		
- Straightforward		\$1,600.00
- Complex		\$1,850.00
<u>Blanket L-1 Extension</u>		
- Straightforward		\$1,600.00
- Complex		\$1,850.00
<u>Individual L-1 Initial</u>		
- Straightforward		\$1,600.00
- Complex		\$1,850.00
<u>Individual L-1 Extension</u>		
- Straightforward		\$1,300.00
- Complex		\$1,600.00
<u>O-1 Initial</u>		
- Straightforward		\$2,625.00
- Complex		\$3,675.00
<u>O-1 Extension</u>		
- Straightforward		\$1,575.00
<u>TN Initial</u>		
- Straightforward		\$900.00
<u>TN Extension</u>		
- Straightforward		\$900.00

FRAGOMEN**W.R. GRACE & CO.****Proposed Fee Schedule for 2007**

<u>Replacement of Departure Record (I-94) (I-102)</u>	
- Filed with extension or change of status	\$375.00
- Filed separately	\$525.00
<u>Renewal of Nonimmigrant Visa Stamps at U.S. Consulate</u>	
- Each applicant	\$275.00
- Coordination of visa issuance including discussions with Consulate, scheduling appointment and briefing applicant	\$525.00 plus \$275.00 per location
<u>Extension/Change of NIV status for Dependent (I-539)</u>	
- Filed with principal	\$375.00
- Filed separately	\$800.00
- Complex	\$1,300.00
<u>Employment Authorization (EAD) (I-765)</u>	
- Each applicant	\$250.00
<u>Premium Processing (I-907)</u>	
- Filed simultaneously with NIV petition	\$250.00
- Filed separately	\$500.00
<u>Request for Evidence (RFE)</u>	
- Straightforward	\$750.00
- Complex	\$1,500.00
IMMIGRANT VISAS	
Fees*	
<u>Permanent Residence based upon PERM</u>	
- PERM	\$4,200.00
- Petition for alien worker (I-140)	\$1,100.00
- Application for permanent residence (I-485)	
- Principal applicant and spouse	\$1,575.00
- Each additional family member	\$375.00
<u>Permanent Residence exempt from PERM</u>	
- Petition for alien worker (I-140) Based on L-1 Multinational Transferee	\$2,650.00
- If firm prepared original L-1A	\$2,100.00
- I-140 Petition Based on Outstanding Researcher / Extraordinary Ability	\$3,675.00 - \$4,725.00
- Application for permanent residence (I-485)	
- Principal applicant and spouse	\$1,575.00
- Each additional family member	\$375.00
<u>Employment Authorization</u>	
- Principal applicant and spouse	\$525.00
- Each additional family member	\$275.00
<u>Advance Parole (Travel Document)</u>	
- Principal Applicant and Spouse	\$525.00
- Each additional family member	\$275.00
<u>Visa Processing</u>	
- Packet III and IV	
- Principal Applicant and Spouse	\$1,575.00
- Each Additional Family Member	\$375.00

"REMDOC"

FRAGOMEN**W.R. GRACE & CO.****Proposed Fee Schedule for 2007**

<u>Request for Evidence (RFEs) – (I-140) or (I-485)</u>	
- Straightforward	\$250.00
- Complex	\$750.00
<u>Attorney Appearances at I-485 Interview</u>	
- Local	\$800.00
- Out-of-town	Hourly
ADDITIONAL SERVICES	
	Fees*
<u>Application to renew Permanent Resident Card (I-90)</u>	
- Each applicant	\$750.00
<u>Naturalization Application</u>	
- Each Applicant	\$1,000.00
- Attorney appearance	\$750.00
<u>Reentry Permits: (I-131)</u>	
- Each applicant	\$750.00
<u>Visa Application for Corporations</u>	
- L-1 Blanket	\$2,500.00
<u>Special Projects</u>	
- Counseling i.e. I-9 Audit	Fee to be quoted prior to project.
- Training	

Matters not covered by the fees set forth would be billed on an hourly basis at the following rates:

Partner	\$350
Associate	\$250

*** - Disbursements -**

Domestic Federal Express	\$18.00
Miscellaneous [Telephone calls, faxes, photocopies, regular mail services]	4%

Important Notes:

- o The above fees are predicated upon the amount of effort and staffing normally required to obtain approval of such application. To the extent that a matter is complicated by extenuating circumstances requiring extensive telephone consultations, expeditious processing, difficulty conforming to eligibility requirements, or other special circumstances, a higher fee would be billed only after consultation with your organization. Out-of-pocket expenses including educational evaluations, translations, courier and messenger services will be itemized on each invoice.
- o All filing fees payable by client to U.S.D.H.S.

FRAGOMEN

Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		<i>Initial</i>	<i>Renewal</i>	<i>Initial</i>	<i>Renewal</i>
Argentina	Temporary Residence Permit category under either local Argentine employment agreement or under a foreign secondment agreement. Includes local working papers, DNI (Residence) card and CUIL (Tax ID) card & derivative dependent visa(s) and DNI card(s).	\$2,200	\$900	\$650 for spouse; \$375 per child	\$500 for spouse; \$375 per child
Australia	Nomination application and 457 work visa category & derivative dependent visa(s). Renewals: 457 work visa & derivative dependent visa(s).	\$1,375	\$1,300	Included with Principal	Included with Principal
Austria	Certificate of Guarantee, residence permit, work permit and registration & derivative dependent residence permit(s) and registration. Renewals: Work permit and residence permit & derivative dependent residence permit(s).	\$2,300	\$1,950	\$275	\$250
Bahrain	Visa, work permit (Labour Card), No Objection Certificate, collection of medical report and residence permit & derivative dependent visa(s) and permit(s).	\$2,400	\$2,400	\$400	\$400
Belgium	Work permit, provide instructions on visa, residence permit & derivative family visa(s) & dependent residence permit(s). (Services are restricted to general assistance and guidance with consular visa application process and do not include filing of the applications, nor follow up with or collection of the visa from the authorities.) Renewals: Work permit, provide instructions on residence permit & dependent residence permit(s). Services for EU Nationals limited to general assistance/ guidance on residence permit process: (For Employee = \$850 - Includes family members. If personal appearance of professional staff required, an additional fee applies).	\$1,950	\$1,850	\$350	\$250
Bolivia	Work permit, residence permit and labor agreement.	\$1,900	\$1,500	\$750	\$650
Brazil	Temporary V Work Visa category under local Brazilian employment agreement, and includes CTPS working papers, RNE card and CPF card & derivative dependent visa(s) and RNE card(s). Renewal: Temporary V Work Visa status and includes RNE card & derivative dependent visa(s) and RNE card(s).	\$2,200	\$1,800	\$550	\$375

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Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		Initial	Renewal	Initial	Renewal
Canada (1) - Border Applications	Preparation of work permit application, assistance with collection of documents, and instructions and guidance on port of entry procedures, including dependent application processes. Renewals: Work permit and visitor record for dependents.	\$1,300	\$1,200	included	included
Canada (2) - Consular Applications	Preparation of work permit application, dependent visitor record or student authorization, assistance with collection of documents, and filing of entry visa application at Consulate, where applicable. Renewals: Work permit and visitor record for dependents.	\$1,400	\$1,200	Spouse is included; school-age children: \$350 each	included
Chile (1) - Consular Process	Labor contract, provide instructions on work visa and registration card & derivative dependent visa(s) and registration ID card(s). Renewals: Work visa and ID card & derivative dependent status and registration ID card(s). Note that the fee for principle is indicative only; certain Chilean Consulates impose documentary and procedural requirements that will result in a higher fee.	\$1,650	\$1,650	\$750	\$650
Chile (2) - In-Country Process	Labor contract, provide instructions on work visa and registration card & derivative dependent visa(s) and registration ID card(s). Renewals: Work visa and ID card & derivative dependent status and registration ID card(s).	\$1,850	\$1,600	\$950	\$650
China	Work permit and residence permit- fee assumes that applicant and family members will arrive in China with F/L Type entry visas. Additional fee of \$200 (\$100 per dependant) will apply if Employment License and Invitation Letter for single entry Type Z visa applications are necessary. Fees quoted apply only to services rendered in Beijing, Shanghai, Guangzhou and Shenzhen; fees for other destinations may be higher and will be provided upon request. Renewals: Obtain renewal of work permit and residence license for employee and	\$1,100	\$950	\$525	\$275
Colombia	Employment Visa and ID Registration only	\$1,400	\$1,200	\$400	\$300
Costa Rica	Temporary residence/work permit & derivative dependent residence permit(s). Renewals: Temporary residence/work permit & derivative dependent residence permit(s).	\$1,500	\$750	\$450	\$450

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Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		<i>Initial</i>	<i>Renewal</i>	<i>Initial</i>	<i>Renewal</i>
Czech Republic	Work permit, proof of accommodation, and long stay residency visa & derivative dependent long stay residency visa(s). Renewals: Work permit and long stay residency status & derivative dependent long stay residency status. Dependent fees include all family members.	\$2,850	\$2,950	\$1,200	\$850
Denmark	Work and residence permit, registration & derivative dependent residence permit(s) and provide instructions on registration. Renewals: Work and residence permit, residence card & derivative dependent residence permit(s).	\$2,450	\$2,250	\$750	\$750
Dominican Republic	Business visa for labor purposes; provisional and definitive residence. Derivative dependant visas and residence permits.	\$2,450	\$1,000	\$1,000	\$500
Ecuador	Work permit based on labor contract, ID card, and instructions on entry visas for employee & dependents.	\$2,050	\$1,300	\$700	\$550
Egypt	Initial & renewal: Work permit, visa, and residence permit/registration.	\$3,250	\$3,250	\$1,500	\$1,500
El Salvador	Temporal Residence Visa and Work Permit for principal and Temporal Residence Visa for dependents.	\$2,250	\$1,250	\$750	\$750
Finland	Work and residence permit, and advice on registration post-entry & derivative dependent resident status.	\$2,250	\$2,250	\$900	\$900
France	Work permit, provide instructions on long stay visa and carte de sejour & derivative visa(s) and carte de sejour(s). Renewals: Work permit, and carte de sejour & derivative carte de sejour(s). Notes: Assumes Paris area. Process for obtaining Carte de Sejour varies by the Prefecture at which application is made. Fees thus may vary by location of assignment. Prefecture with jurisdiction over an individual applicant's case is dictated by the residential location of the foreign national in France. Dependent fees include all family members.	\$2,800	\$1,500	\$650	\$650
Germany (Non-Visa Nationals)	Work permit, and advice and instructions on residence permit application & derivative dependent residence permit(s).	\$2,000	\$1,600	\$390	\$200
Germany (Visa Nationals)	Work permit, advice and instructions on visa application, advice and instructions on residence permit & derivative dependent residence permit(s).	\$2,400	\$1,600	\$390	\$200
Greece	Work permit and residence permit & derivative dependent residence permit(s).	\$3,400	\$2,900	\$600	\$600

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Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		<i>Initial</i>	<i>Renewal</i>	<i>Initial</i>	<i>Renewal</i>
Guatemala	Work permit and residence permit & derivative dependent residence permit(s).	\$3,200	\$750	\$750	\$500
Honduras	Work permit and residence permit & derivative dependent residence permit(s).	\$2,250	\$1,500	\$1250 per family	\$1250 per family
Hong Kong	Work visa (or Training visa) and ID card & derivative dependent visa(s) and ID card(s). Renewals: Work visa & derivative dependent visa(s).	\$1,100	\$650	\$250	\$150
Hungary	Work permit, residence permit and registration card/ID, and provide instructions on long stay visa, as well as derivative dependent visa(s) and registration(s). Renewals: Work permit, residence permit, and registration ID, and derivative dependent registration ID.	\$1,650	\$1,600	\$600 per Family	\$550 per Family
India	Employment and Dependent visa instructions for the preparation and filing of consular applications; assistance with filing where Fragomen office exists. Provide general instructions for in-country FRO registration. Renewals: Employment visa and derivative dependent visa(s).	Fragomen office location in country: \$1300	\$1750 (In-country process)	\$400 each	Included
		Non Fragomen office location: \$1100 including dependants filing simultaneously.		Included	
	Additional services: In-country assistance with FRRO registration processes.	FRRO Registration: \$500	FRRO Registration: \$500	FRRO Registration: \$300 per family	FRRO Registration: \$300 for single dependent, \$500 per family
Indonesia	Assistance in preparation of Manpower Utilization Report; applications filed in-country for Work Recommendation (TA.01), temporary stay visa (VITAS), long term stay visa (KITAS), multiple exit and re-entry permit (MERP), local registration for police and municipal government agencies and work permit (IKTA) for employee and family members. Instructions on obtaining VITAS in applicant's home country. Renewals: Obtain renewal of work permit and KITAS (1 year cycle) for employee and family members.	\$1,750	\$800	\$500	\$300
Ireland	Work permit, provide instructions on entry visa, and provide instructions on registration with the Garda.	\$1,650	\$1,650	\$500 per family group for advice only on registration at the Garda	\$500 per family group for advice only on registration at the Garda

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Relocation Services**

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		Initial	Renewal	Initial	Renewal
Israel	Work permit, residence permit and registration card/ID, and provide instructions on long stay visa, as well as derivative dependent visa(s) and registration(s). Renewals: Work permit, residence permit, and registration ID, and derivative dependent registration ID.	\$3,300	\$3,300	\$400	\$400
Italy	Employment authorization, police clearance, residence permit, provide instructions on entry visa application process and derivative dependent residence permits. Process for obtaining residence permit at the local police authority varies by city and region in which the application is made. Police authority with jurisdiction over an individual applicant's case is dictated by the residential location of the foreign national in Italy. Assistance with obtaining Housing Feasibility Certificate provided for additional fee.	\$4,100	\$4,100	\$1900 (Spouse) \$500 (Child)	\$1900 (Spouse) \$500 (Child)
Ivory Coast	Work permit, residence permit and advice on entry visa, if required & derivative dependent residence permit(s), and advice on entry visa(s), if required.	\$3,000	\$3,000	\$250	\$250
Japan (1) - Certificate of Eligibility - TPV: TGA Inc	Assistance with procurement of Certificate of Eligibility, employment visa, Alien Registration Card (ARC) and reentry permit/travel document (REP), & derivative dependent visa, ARC and reentry document (REP). Fees presume applications filed in Tokyo and environs; other destinations may be subject to additional fees.	\$1500 (incl REP & ARC)	Employee: \$750 (incl REP ext)	\$500 (includes REP and ARC)	\$250 (includes REP)
Japan (1) - Certificate of Eligibility - TPV: ILS Shimoda	Assistance with procurement of Certificate of Eligibility, employment visa, instructions for Alien Registration Card (ARC) and assistance with reentry permit/travel document, & derivative dependent visa, and reentry document.	\$1750 (incl REP)	\$750 (incl REP ext)	\$750 (incl REP)	\$500 (incl REP)
Japan (2) - No Certificate of Eligibility	Assistance with procurement of employment visa and derivative dependant visas; Alien Registration Card (ARC) and reentry permit/travel document additional.	\$1,600	\$1100 (incl REP ext)	\$400	\$250 (incl REP ext)

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Relocation Services**

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		<i>Initial</i>	<i>Renewal</i>	<i>Initial</i>	<i>Renewal</i>
Korea (South)	Principal: work permit (i.e. D-7, D-8 Intra-company visa); dependents: derivative dependent visas (i.e. F-3 visa). The following items are not included: Consular visa assistance (prior to entry into Korea); Alien Registration Card (post entry) and re-entry permit. Additional services available: 1) Consular Visa assistance (fee varies based upon country of application); 2) Alien Registration Card (Post Entry: \$550 for the employee and \$150 per dependent. 3) Re-Entry Permit for South Korea: \$450 each and \$200 per dependent.	\$1,550	\$1,200	\$250	\$100
Kuwait	Procurement of employment authorization by the Government Liaison Officer of the sponsoring corporate entity in UAE. (Services are restricted to general assistance and guidance with consular visa application process and do not include filing of the applications, nor follow up with or collection of the visa from the authorities.)	\$3,400	\$3,400	\$1,500	\$1,500
Luxembourg	Work permit, provide instructions on visa, residence permit & derivative family visa(s) & dependent residence permit(s).	\$4,000	\$3,300	\$725	\$725
Malaysia	Application for position to be filled by foreigner, employment pass application, visa with reference letter, if required, and collection of passport endorsement for employee. Application for dependent pass application, visa with reference letter, if required, and collection of passport endorsement for dependents. In addition, student pass application also required for dependents attending school in Malaysia, but fees would be additional. Instructions on obtaining single entry visa (Visa with Reference Letter) in applicant's home country, if required. Certain nationalities may require additional processing, Visa with Reference Letter. Renewals: Obtain renewal of employment pass and dependent pass on behalf of employee and family members.	\$1,750	\$1,750	\$450	\$450

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Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		Initial	Renewal	Initial	Renewal
	Short Term Assignments: Application filed for Professional Visit Pass, visa with reference letter, if required, and collection of passport endorsement on behalf of employee and family members.				
Mexico	FM-3 Employment visa and registration (RNE) & derivative dependent resident status and registration. Renewals: Extension of FM-3 Employment Visa and derivative dependant visas.	\$1,700	\$800	\$600	\$350
Morocco	Work permit, residence permit, derivative dependant residence permit(s), foreign labor contract, residence card and instructions on entry visa application process. (Note: Process for obtaining residence permits varies by region and city in which the application is made) Renewals: Same as initial, but no entry visa.	\$3,450	\$3,450	\$500	\$500
Netherlands (1) - Non-Visa Nationals	Work permit, residence permit and registration, and derivative dependent residence permit(s) and registration.	\$2,750	\$2,000	\$750	\$600
Netherlands (2) - Visa Nationals	Work permit, MVV (Entry Clearance), residence permit and registration, and derivative MVV Entry Clearance) & dependent residence permit(s) and registration.	\$3,750	\$2,300	\$1,200	\$1,150
Netherlands (3) - Knowledge Migrant Program	Knowledge Migrant Permit, Visa and registration and derivative dependent residence permit(s) and registration.	\$1,650	\$1,100	Spouse: \$1500 \$1000 per child	\$600 per dependant
New Zealand	Preparation and submission of Work Permit/Visa application.	\$1,100	\$1,100	Spouse & 2 children included; \$375 each add'l child	Spouse & 2 children included; \$375 each add'l child
Norway	Work permit and guidance/instruction on visa application.	\$3,000	\$2,200	\$900	\$900
Panama	Work permit, appropriate visa and registration and Temporary Residence for family members	\$2,150	\$1,050	\$350	\$350
Peru	Employment contract, resident visa and ID card, and resident visa/ID card for dependents. Renewals: letter of guarantee and resident visa renewal(s).	\$2,450	\$950	Spouse: \$1200 Child: \$800	\$600

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Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		Initial	Renewal	Initial	Renewal
Philippines	Work visa, Alien Employment Permit, Special Return Certificate and ACR I-Card, if applicable; Dependent visa, Special Return Certificate, if applicable. (Please note, Alien Employment Permit may be on a different renewal schedule than the work visa. Reduced fee would be used if separate renewal application filed.) Short Term Assignments: Special Work Permit and Alien Employment Permit; Extension of Temporary Visitor/Business Visa 9(a), as required. Note - Fees are for a 12-month work visa. Request for extended approval at initial application will incur additional fees.	\$1,650	\$1,350	\$750	\$650
Poland	Corporate work permit, individual work permit, advice and instructions on work visa, residence permit and registration. Renewals: work permit and residence permit.	\$2,400	\$2,400	Spouse: \$1000 Child: \$800	Spouse: 1000 Child: \$800
Portugal	Work permit application in the assignee's country of residence. Advice and assistance in finalizing work permit formalities following entry into Portugal. Provide advice on the application for residence permit for filing at local authorities.	\$2,250	\$1,750	\$1,500	\$1,500
Romania	<u>Secondment Category/Favored Nationals:</u> Long term stay visa, work permit and temporary residence permit for secondment.	\$4,350	Not currently available	\$1,350	Not currently available
Romania	<u>Secondment Category/Non-Favored Nationals:</u> Long term stay visa, work permit and temporary residence permit for secondment.	\$5,500	Not currently available	\$2,200	Not currently available

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Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependants	
		Initial Typical Fees:	Renewal Typical Fees:	Initial Typical Fees:	Renewal Typical Fees:
Russia	Services to be delivered will vary according individual and corporate circumstances.				
	1. Accreditation Card	\$400	\$400		
	2. Employment Permit	\$800	\$800		
	3. Single Entry Work Visa Invitation Letter	\$400	\$400		
	4. Personal Work Permit	\$500	\$500		
	5. Multi Entry/Exit Work Visa and Registration	\$800	\$800		
	6. Dependant Visa Invitation Letter			\$400	\$400
	7. Dependant Multi Entry/Exit Visa and Registration			\$800	\$800
Singapore	Employment pass & derivative dependent pass(es).	\$900	\$500	\$100, if filed simultaneously with principal applicant; \$300 per application filed separately	\$100
Slovakia	Preparation and submission of work permit application to Slovakian Ministry of Labour and assistance with preparation of residence permit application to be submitted to Slovakian consulate.	\$3,100	\$2,150	\$1,200	\$1,100
South Africa	Preparation of work visa application and advice and guidance on filing.	\$2,300	\$2,000	\$800	\$800
Spain	Work permit and provide instructions on registration, residence visas & derivative dependent residence permit(s) and registration.	\$3,000	\$1,400	\$700	\$700
Sweden	Work and residence permit & derivative dependent resident status.	\$2,400	\$2,400	\$750	\$750
Switzerland (Single Applications)	Work and residence permit, derivative dependent residence permit(s) and provide instructions on entry visa application process.	\$3,150	\$1,950	\$650 per family	\$650 per family
Switzerland (Multiple Applications)	Work and residence permit, derivative dependent residence permit(s) and provide instructions on entry visa application process.	\$1,800 (German Cantons) \$2,050 (French Cantons)	\$1,950	\$650 per family	\$650 per family
Switzerland (EU Nationals)	Work and residence permit, derivative dependent residence permit(s) and provide instructions on entry visa application process.	\$1,900	\$1,100	\$650 per family	\$650 per family
Taiwan	Work permit, residence visa and alien registration certificate, multiple re-entry permit and instruction/guidance on obtaining entry visa. (PRC Nationals and residents of Hong Kong additional.)	\$1,550	\$1,200	\$2000 per Family Unit	\$1350 per Family Unit
Thailand	Includes the work permit and long term stay visa. Re-entry permit is additional \$150/per person fee.	\$1,600	\$1,500	\$500	\$450

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Global Immigration Fees Relocation Services

COUNTRY	ELEMENTS OF SERVICE INCLUDED	Principal		Dependents	
		Initial	Renewal	Initial	Renewal
Turkey	Work permit, residence permit, derivative dependent residence permit(s) and instructions on entry visa application process. (Note: Process for obtaining residence permit varies by region and city in which application is made. If destination location involves a security risk area, e.g. close to Iraqi border, fees may be higher.) Renewals: same, but no entry visa.	\$2,250	\$2,250	\$750	\$750
United Arab Emirates	Initial application, including visa, work permit (labor card), collection of medical documents and residence permit (Mainland only).	\$3,150	\$2,300	\$700	\$700
United Kingdom	Fee for obtaining Intracompany Transfer work permits only. Advice on obtaining Entry Clearance for principal and dependents included. Renewal fees provided for in-country applications; additional fees will apply for fast track premium processing. If requested, full assistance with UK Entry Clearance, where available: 1) In the US: \$550 for principal, \$175 per family member. Fees for other countries available upon request.	\$1,500	\$1,750	included	included
Uruguay	Preparation of Temporary Residence application; filing of the residence application with the National Immigration Office; assistance with obtaining the Uruguayan identity card; and follow up of the residence proceedings until their conclusion.	\$1,750	\$1,500	\$1,600	\$750
Venezuela	TR-L work visa (TR-F for dependents) and ID card(s). Renewals: same	\$1,950	\$1,250	First dependent: \$1500, \$1000 each add'l	\$1,250
Vietnam	Work Permit and multiple entry business visa on behalf of employee; multiple entry business visa on behalf of dependents. Multiple entry business visa renewals required every 6 months, work permit renewed on separate schedule. Residence Permit, applicable only for long term stays, not included in standard fees.	\$1,700	\$1250 (WP: \$750; MEBV: \$500)	\$500	\$300
Other Countries	Call Fragomen				

Please see Important notes on Worksheet 2 entitled:

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Notes:

1. All fees are in US dollars. Fees exclude disbursements including government filing fees and VAT (unless specifically included), courier fees, messenger service fees, translation fees, miscellaneous expense fee of 5% of the base fee (to cover phone calls, faxes, photocopies, etc.), and similar out-of-pocket expenses applicable to each case.
2. Fees are quoted on the basis of the most common temporary work and residence authorization categories utilized, which enable foreign nationals legally to reside and engage in work-related activities in each destination country. Fragomen and its local service partners, where applicable, retain sole discretion to determine the eligibility of each applicant for such categories based upon the facts and circumstances of the individual case. Where issues arise, which require deviation from the standard visa and immigration application process, immigration requirements and corresponding fees may vary. Factors of variance and/or complexity include, but are not limited to, medical, de-facto spouse, character clearance, criminal record, security clearance, same sex partner, custody order, non-simultaneous filing of accompanying family members by reference either to date or location, non-favored nationality, subcontractor relationship of applicant to sponsoring entity, and absence of registered employing entity or employing entity whose corporate structure fails to support requisite immigration application sponsorship.
3. The fees quoted above do not include coordination or preparation of personal documents, which services are charged as out-of-scope service items. In some countries, there are significant requirements with respect to obtaining personal/family documentation (e.g., birth/marriage certificates, apostilles, consular legalizations, certified translations). These ancillary services are charged at the following rates:
 - a) Obtaining family certificates, police certificates or other documents issued in the USA, and/or authentication (apostille/legalization) for such documents issued in the USA. One or more of the following steps may be involved in the process depending on the type of document: 1) obtain original document from issuing government authority; 2) arrange for the County Clerk's certification of the Issuer's/Notary's signature; 3) arrange for an Apostille or arrange for legalization by the Consulate. Fee per step: \$150 (per document).
 - b-1) Obtaining family certificates, police certificates or other documents and/or authentication (apostille/legalization) thereof, for documents issued outside the USA, in those countries where Fragomen has its own office. One or more of the following steps may be involved in the process depending on the type of document: 1) obtain original document from issuing government authority; 2) arrange for the local certification of the Issuer's/Notary's signature; 3) arrange for an Apostille or arrange for legalization by the Consulate. Fee per step: \$150 to \$300 (per document).
 - b-2) Obtaining family certificates, police certificates or other documents issued outside the USA, and/or authentication (apostille/legalization) thereof, in those countries where Fragomen does not maintain its own office: \$250 to \$500 per document, plus disbursements and third-party fees (if any).
 - c) Fee for obtaining a US FBI good conduct certificate: \$250.
4. The fees quoted above do not include preparation/assembly of visa application materials, in-person filing of work permit/visa applications, or accompaniment of employee or family members to consular post offices for filing of visa/work permit applications. When desired and appropriate for the jurisdiction, Fragomen will prepare complete application materials and arrange for direct filing of the application as an out-of-scope service, at the following rates:
 - a) Filing of visa application/appearance at a consular post on behalf of an employee: \$500 to \$1000, depending upon case complexity, plus disbursements and third-party fees (if any).
 - b) When a personal appearance by the applicant(s) is required by the consular post, or the applicant elects to submit his/her application without accompaniment by Fragomen, one-half of the above fees will apply.
5. Advice and Consultation: Fees for assessment of complex fact scenarios, and provision of written or telephonic advice and consultation with regard to technical rules and regulations, immigration compliance and business risk containment strategies will be charged at a rate pre-agreed with the client, starting at \$350.
6. Fees may vary from those quoted in the above where:
 - a) A change occurs in the identity of third-party vendor with which Fragomen cooperates, leading to an underlying change in subcontractor costs.
 - b) A change occurs in the law, regulations or applicable procedure of the jurisdiction in question.
7. Cases initiated and subsequently cancelled will be invoiced based upon the amount of work completed at the time of cancellation.